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# HOLISTIC HARMONIES CIC

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## Safeguarding Adults and Children Policy

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## 1. Policy Statement

### 1.1 Holistic Harmonies Commitment to Safeguarding

At Holistic Harmonies, we strive to create an environment where people feel safe and are protected from abuse and harm. In England, Safeguarding is defined as protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

The scope of this policy includes paid staff members, volunteers, third party contractors, directors of the board and encompasses all people who access Holistic Harmonies services.

### 1.2 Roles and Responsibilities

#### 1.2.1 All Staff and Volunteers at Holistic Harmonies

Everyone who works or volunteers at Holistic Harmonies has a part to play in Safeguarding adults and children. All colleagues must undertake training and familiarise themselves with our Safeguarding policy, procedures and code of conduct. Where appropriate, they must also consent to a DBS check. If a colleague at Holistic Harmonies recognises a safeguarding concern, they must seek advice from a Designated Safeguarding Lead at the earliest possible opportunity.

#### 1.2.2 Designated Safeguarding Leads (DSL's)

The role of the Designated Safeguarding Lead is to ensure the organisation is safe and all people who use Holistic Harmonies are protected from abuse and neglect.

They will do this by:

- Providing safeguarding advice and guidance contemporaneously.
- Keeping up to date with continuous professional development and safeguarding updates.
- Completing debriefs with staff who may have experienced a safeguarding concern and be affected by vicarious trauma.
- Advise of learnings, key areas for development and training needs.
- Making referrals to statutory agencies when a safeguarding concern has been identified and liaising with them where appropriate.

- Delivering update training as required.
- Keeping secure logs of safeguarding concerns identified, action taken and rationale.
- Taking a lead in identifying safeguarding trends and addressing these through planning.

### 1.2.3 Directors

All Holistic Harmonies Directors have a duty of care and responsibility to ensure good safeguarding governance. They will do this by:

- Reviewing and approving safeguarding policy, procedures and training.
- Ensure safeguarding is included in all strategic planning and risk assessments.
- If a significant incident is identified, supporting to manage the risk to people using Holistic Harmonies Services and the reputation of the organisation.

### 1.2.4 Third Party Contractors

Any one organisation working in conjunction with Holistic Harmonies, must have robust Safeguarding Policies and Procedures within their own organisations. This may include, but is not limited to: Undertaking safeguarding training, having clear safeguarding policies and procedures, and having valid DBS checks. Anyone undertaking work for or on behalf of Holistic Harmonies, has a duty to advise relevant staff members at Holistic Harmonies when they have identified a safeguarding concern and what safeguarding action has been taken.

## 1.3 Guiding Principles

At Holistic Harmonies, we will use the Care Act 2014's statutory principles to guide our responses. We will act compassionately, with respect for others and without bias. We will take into account peoples life experiences and intersectionality before acting.

**Everyone's responsibility:** Everyone at Holistic Harmonies has a responsibility to keep people safe from abuse, neglect and harm.

**Empowerment:** We will ensure the wishes of the people we are safeguarding are at the heart of what we do, seeking outcomes and consent where appropriate to do so.

**Protection:** We will provide policy and procedures, to ensure the safeguarding process is user friendly and effective, to get the best outcomes for our people.

**Partnership:** Holistic Harmonies will work alongside statutory and third sector agencies, to ensure that safeguarding interventions and referrals are responded to appropriately.

**Accountability:** We aim to be transparent in our safeguarding processes and take responsibility for professional development, recognising there is always room for learning and improvement.

## 2. Safeguarding 'Adults at Risk'

### 2.1 The Care Act 2014

The Care Act 2014 is the overarching legislation for Safeguarding Adults in England and Wales. The Care Act puts a duty on organisations to take safeguarding measures when an Adult is deemed 'at risk'.

Under The Care Act, an adult at risk is someone:

- Over 18 years old who: has care and support needs.
- Is experiencing, or is at risk of, abuse or neglect.
- As a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

### 2.2 Categories of Abuse for Adults

The Care Act 2014 defines abuse within ten categories, which are:

- **Domestic Abuse** – see chapter 6.
- **Physical Abuse** – this can include any kind of physical or threat of physical harm.
- **Emotional/ Psychological Abuse** – this could include name calling, gaslighting, coercion, criticism, isolation or humiliation.
- **Financial/ Material Abuse** – this could include restricting access to bank accounts, mismanagement of a persons finances, taking a persons property, coercion into spending money.

- **Sexual Abuse** – this can include sexual assault, rape, coercion or harassment.
- **Organisational Abuse** – this could include lack of choice, inappropriate confinement or restraint, inappropriate use of power or control
- **Discriminatory Abuse** – any type of abuse directly linked to a persons protected characteristic, harassment or deliberate exclusion, derogatory remarks or restricting access to required aids.
- **Self-Neglect** – this could include problematic substance misuse, not maintaining own living environment or personal hygiene or hoarding.
- **Neglect** – this includes when a persons own needs, including basic needs and religious or spiritual needs are not met by a caregiver, it could also include other forms of abuse such as physical or verbal and could be lack of access to prescribed medication.
- **Modern Slavery** – this could include human trafficking, forced labour, domestic servitude, forced marriage or debt bondage.

At Holistic Harmonies, we recognise that there may be Safeguarding Concerns that do not fall within these categories, that may require a safeguarding response. These could include but are not limited to:

- Safeguarding concerns relating to conduct, that may require information sharing with the Local Authority Designated Officer, probation services or the police.
- Concerns relating to radicalisation, including when someone may be at risk of being radicalised.
- Female Genital Mutilation
- 'Mate' or Hate Crime, such as 'cuckooing'
- Cyber Crimes or Bullying

### 2.3 Safeguarding Adults not deemed 'at risk'

At Holistic Harmonies, we recognise that sometimes a safeguarding concern may occur, when the person doesn't fall into the category of 'at risk'. We commit to still

taking a proportionate safeguarding response to these concerns. We recognise that the local authority, are unlikely to take a statutory response to these concerns. However, we may signpost or refer to other organisations that can help the person to live free from abuse.

These services could include:

- Domestic Abuse Services
- PEGS – support for people experiencing Child to Parent abuse
- Victim Support
- Drug and Alcohol Services
- Primary Care Services – such as GP or Mental Health Services
- Non statutory mental health services, such as MIND
- Police Services
- Fire Services

### **3. Consent and Information Sharing**

At Holistic Harmonies there may be times where it is appropriate to share information with other services, such as the local authority, police or third sector organisations. We will always ensure that any information sharing is proportionate and relevant.

Where possible, we will gain consent from the individual experiencing abuse or neglect and gain their wishes for the outcome. There may be some nuances to this such as:

- When there is an immediate threat to life
- A child is in danger.
- The person may lack the capacity to make an informed choice about sharing the information.
- It is in the public interest to make a disclosure
- Seeking consent would put a person further at risk

Prior to breaching confidentiality, Holistic Harmonies colleagues should seek advice from a Designated Safeguarding Lead to ensure we have a proportionate rationale for doing so, unless there is an immediate threat to life and a blue light response is required.

## **4. Safeguarding Children**

### **4.1 Guiding Principles**

Holistic Harmonies are committed to Safeguarding children. Safeguarding children means to take action to promote the welfare of children and protect them from harm and in England, a child is defined as a person who is under 18. We will adhere to the overarching guidance of Working Together to Safeguard Children (DofE, 2023).

Holistic Harmonies will take a child and family centred approach to safeguarding and where possible, strive to hear the voice of the child. Holistic Harmonies recognise that certain groups of children may experience an increased risk of abuse due to several factors and will consider intersectionality and lived experience. Holistic Harmonies will safeguard children without bias despite religion, ethnicity, gender and gender reassignment, disability and demographic.

We recognise that children can be abused anywhere, by anyone. This could be at home, other family members' houses, at school, in public or online. Children can be abused by parents, caregivers, other family members, any other adult or other children.

Safeguarding children is to:

- Protect Children from Abuse and Maltreatment.
- Preventing harm to a child's health or development
- Ensure children grow up with the provision of safe and effective care
- Take action to ensure children and young people have the best outcomes

When Safeguarding children, Holistic Harmonies recognise that early intervention is key, and commit to acting in a way which is proactive, preventative and minimises harm.



## 4.2 Risk of Abuse

Some children may be at increased risk of abuse due to:

- Disabilities or additional needs.
- Have parents with factors that increase the risk of abuse, such as substance misuse, poor mental health, or history of domestic abuse.
- Children living in poverty.
- Looked after children
- Children from Black, Asian or Minoritised ethnic communities (NSPCC, 2023)

## 4.3 Categories of Abuse

For Children there are four main types of abuse:

- Physical Abuse, this can include deliberate injury to a child such as hitting, shaking or burning, it can also include fabricating illness in a child, previously known as Munchausen's by proxy.
- Emotional or Psychological Abuse, this can include humiliating, isolating, witnessing abuse or inappropriate care arrangements for younger siblings which is not age appropriate for them.
- Sexual Abuse, this can include rape, sexual assault, exposure to inappropriate sexual materials and witnessing sexual acts.
- Neglect, this includes failing to provide basic needs to a child such as food, water, a safe home environment, heating, education and clothing.

Holistic Harmonies would also make a safeguarding referral for the following:

- Domestic Abuse – see chapter 6.
- Child sexual exploitation (CSE) is a type of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity.
- Child Criminal Exploitation (CCE) County lines is a form of criminal exploitation where urban gangs persuade, coerce or force children and young

people to store drugs and money and/or transport them to suburban areas, market towns and coastal towns. Children may also be exploited in other ways, such as coercion into taking part in gang crimes.

- Harmful sexual behaviour (HSB) is developmentally inappropriate sexual behaviour displayed by children and young people which is harmful or abusive.
- Peer-on-peer sexual abuse is a form of HSB where sexual abuse takes place between children of a similar age or stage of development. Child-on-child sexual abuse is a form of HSB that takes place between children of any age or stage of development.
- Parental Risk Factors, a referral would be made for intervention by the local authority if parental risk factors such as problematic substance misuse, domestic abuse, or parental mental health is present that could put a child at a risk of harm.
- Bullying and Cyberbullying or Online Abuse– this can include but is not limited to humiliation, name calling, physical abuse and may also include hijacking personal accounts, sending malicious and threatening online messages or trolling.
- Female Genital Mutilation (FGM) is the partial or total removal of the external female genitalia for non-medical reasons. FGM is mandatory reporting in the UK, so if anyone at Holistic Harmonies suspects FGM has happened or is at risk of happening, they will contact the NSPCC FGM Helpline or 999 without delay.
- Child Trafficking and Modern Slavery is defined as recruiting, moving, receiving and harbouring children for the purpose of exploitation. The purpose of this exploitation is sometimes for criminal activity such as cannabis cultivation, forced marriage, domestic servitude or illegal adoption. This list is not exhaustive and children who are trafficked are often exploited in more ways than one.

#### 4.4 Information Sharing and Safeguarding Children

Timely information sharing is key to safeguarding and promoting the welfare of children.

Safeguarding a child is a clear and legitimate reason for sharing information and data protection law does not prevent you from doing this.

Sharing information to safeguard children includes:

- Preventing harm
- Identifying risk to prevent harm
- Promoting the welfare of a child

People who work with children, whether in a paid or voluntary role, may need to share information about the children and families they are involved with for several reasons. These include:

- You are making a referral to arrange additional support for someone in the family
- Someone from another agency has asked for information about a child or family
- Someone in the family has asked to be referred for further help
- A statutory duty or court order requires information to be shared
- You are concerned that a child or a member of their family may be at risk of significant harm
- You think a serious crime may have been committed or is about to be committed which involves someone in the family.

Seek advice from a Designated Safeguarding Lead and make a plan to share all the information you need to and keep a record of the reasons why you are sharing or requesting information about a child or their family (ICO, 2023).

While sharing this information is important, you should also make sure you are not putting a child's safety and welfare at risk by sharing information about them.

Always seek consent to share information about a child and their family unless it will put them further at risk.

If consent is refused or if you're unable to seek consent, you can still share information with relevant professionals if:

- Protecting children from significant harm, or promoting the welfare of children
- It is in the public interest.
- Seeking consent is likely to put the child or family at increased risk of harm

## 5.Domestic Abuse

### 5.1 Defining Domestic Abuse

The Government definition of domestic abuse is *‘Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence, or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial, emotional.’* (Domestic Abuse Act, 2021).

The Domestic Abuse Act (2021) is a landmark piece of legislation, which for the first time recognises that all forms of Domestic Abuse are a crime, and it does not just have to be physical or violent. It also recognises children, who witness abuse as victims of the crime. The Act also recognises that the abuse doesn't have to be between people who are in an intimate relationship. Perpetrators can be people who are or have been intimate partners, parents, siblings or children.

### 5.2 Categories of Domestic Abuse

The scope of Domestic Abuse is vast and can take many forms. Often people who experience domestic abuse can experience multiple forms at any one time.

Sometimes people can find it difficult to recognise that what they are experiencing is Domestic Abuse.

#### 5.2.1 Physical

Physical abuse (violence) can include pushing, hitting, punching, kicking, choking and using weapons.

### 5.2.2 Psychological

Psychological or mental abuse is when someone is subjected or exposed to a situation that can result in psychological trauma, including anxiety, depression or post-traumatic stress disorder.

### 5.2.3 Verbal

Verbal abuse is the use of harsh or insulting language directed at a person. They might be called names or constantly put down by their partner.

### 5.2.4 Controlling and Coercive Behaviour

Controlling and coercive behaviour are forms of emotional abuse. They often go together, but are slightly different. Coercion is a pattern of behaviour designed to make someone feel intimidated, scared, humiliated or threatened. Controlling behaviour happens when someone sets out to make the victim subordinate or dependent on them by cutting them off from their support networks, regulating their behaviour and reducing their independence.

Examples of these behaviours include: withholding money, blackmailing, constantly criticising someone, checking up on or monitoring someone, isolating someone from friends and family, and playing mind games such as gas lighting. These behaviours make it very difficult for the person to leave the relationship.

Controlling or coercive behaviour is now a criminal offence under the Serious Crime Act 2015.

### 5.2.5 Economic Abuse

This includes controlling access to money or resources. It can include taking wages, not allowing a person to attend work, restricting access to transport to work, insisting a person take on childcare or caring responsibilities, to leave them without income, showing up at a person's workplace during their shift, making accusations to a person's employer. Economic abuse can make it very difficult for a person to flee abuse.

### 5.2.6 Sexual Abuse

Sexual abuse is when someone is forced or pressured to have sex without their explicit consent (rape), unwanted sexual activity, being made to partake in specific sexual activities they are uncomfortable with, touching, groping or being made to watch pornography.

### 5.2.7 Tech Abuse

This can include sending malicious messages, using spyware on devices, using tracking devices, having hidden cameras, demanding access to a person's device such as phone, computer or tablet and can include posting pictures of a person online without their consent, including those of a sexual nature or 'revenge porn'.

### 5.2.8 So Called Honour Based Abuse

Honour-based abuse (HBA) is an incident or crime involving violence, threats of violence, intimidation, coercion or abuse (including psychological, physical, sexual, financial or emotional abuse), which has or may have been committed to protect or defend the honour of an individual, family and/or community for alleged or perceived breaches of the family and/or community's code of behaviour.

## 5.3 Signs and Indicators

### 5.3.1 Adults

Domestic abuse presents in many forms, and often there is not one sign or indicator of abuse that is universal to all. Some of the common signs and indicators include:

- Unexplained or quick to explain recurrent bruises or injuries.
- Fast weight loss or weight gain.
- Dressing differently, or expressing that their partner has asked them to dress a certain way.
- Withdrawal from social circles, friends and family.

- Being in a rush to get home for a certain time frequently, and seeming fearful of this.
- Not having any money to buy basic needs, or make purchases that they may have done previously frequently.
- Being worried about a partner's reaction to something.
- Low self esteem and self worth.
- You may notice that the partner is possessive or jealous.
- Appearing depressed or anxious.
- Uncharacteristic behaviours.
- The person receives constant texts or messages from their partner that they appear apprehensive about or fearful of.
- Possible disclosures that their partner may have accused them of an affair.

### 5.3.2 Children

It can be difficult to tell if domestic abuse is happening and those carrying out the abuse can act very differently when other people are around. Children and young people might also feel frightened and confused, keeping the abuse to themselves.

Signs that a child has experienced domestic abuse can include:

- Aggression or bullying
- Anti-social behaviour, like vandalism
- Anxiety, depression or suicidal thoughts
- Attention seeking by displaying extreme behaviours
- Bed-wetting, nightmares or insomnia
- Constant or regular sickness, like colds, headaches and mouth ulcers
- Drug or alcohol use
- Eating disorders
- Problems in school or trouble learning

- Withdrawal.

#### 5.4 Holistic Harmonies Commitment to Responding to Domestic Abuse

Holistic Harmonies commits to providing robust safeguarding support and guidance to people using their services who may be experiencing Domestic Abuse.

We will do this by:

- Providing a safe space to listen to service users who may be experiencing domestic abuse, signposting them to appropriate support.
- Seeking consent to share information with the Local Authority if the person is an Adult at Risk or a Child, and seeking consent to share information with Domestic Abuse Services if the person is not an Adult at Risk.
- Making a proportionate decision to either share, or not share information depending on the level of risk, if consent is not gained, seeking advice from the DSL.
- To never share information that could put a person further at risk.
- Providing signposting support and seeking guidance from the DSL on sources of support available where appropriate.

#### 6.5 Referral Pathways and Signposting Support

[The National Domestic Abuse Helpline](#), is a freephone number, open 24 hours a day, run in partnership between Women's Aid and Refuge. Call: 0808 2000 247

[Silent Solutions](#) (what to do if you need urgent police help through the 999 service but can't speak)

Galop run a free helpline for LGBTQ+ people available Monday to Friday 10am to 5pm and until 8pm on Wednesdays and Thursdays. Call: 0800 999 5428.

[The Mankind Initiative](#) run a confidential helpline for men available Monday to Friday 10am to 4pm. Call: 01823 334244.

[Karma Nirvana](#) run a free advice line for people affected by 'so called' honour based abuse available Monday to Friday 9am to 5pm. Call: 0800 5999 247.

[RNIB helpline](#) Information and support for anyone with visual impairment and sight problems. RNIB helpline is on 0303 123 9999.

[Deaf Hope](#) Deaf Hope is the only sign-language based service designed to help Deaf women and children who suffer domestic violence. They have a text service on 07970 350366.



[Hourglass](#) is a confidential service which provide information and support to an older person, or anyone concerned about an older person who is at risk of, being subjected to or recovering from any form of abuse or neglect. Call 0808 808 8141, open 24 hours a day.

[Rape Crisis England and Wales](#) provide specialist information and support to all those affected by rape, sexual assault, sexual harassment and all other forms of sexual violence and abuse. 24/7 Rape & Sexual Abuse Support Line, call free on 0808 500 2222.

[The Revenge Porn Helpline](#) run an advice and support line, available Monday to Friday 10am to 4pm. Call: 0345 6000 459.

[The Suzy Lamplugh Trust](#) run the National Stalking Helpline, available 9.30am - 8pm weekdays except Wednesdays. Call 0808 080 4994.

[SEA](#) (Surviving Economic Abuse) offers specialist advice to anyone being subjected to domestic abuse who is in financial difficulty. The Financial Support Line is open Mon-Fri, 9am-1pm and 2pm-5pm. Call: 0808 1968845.

[BAWSO](#) run a A 24-hour helpline for black minority ethnic (BAME) and migrant victims of domestic abuse, violence, and exploitation in Wales. Call: 0800 7318147.

[Nour](#) specialise in providing Islamic support and advice through Islamic advisors. Contact through their website.

[Jewish Women's Aid](#) run a helpline for Jewish women and girls affected by domestic abuse, available Monday to Thursday 9.30am to 9.30pm. Call: 0808 801 0500.

## **6. Safer Recruitment**

Holistic Harmonies are committed to safer recruitment for all stakeholders that work on behalf of the organisation. This includes paid staff and volunteers.

Safer recruitment is a practice to ensure that all representatives of Holistic Harmonies are suitable to work with Children and Adults at Risk.

Holistic Harmonies will do this by:

- Asking representatives to complete a self-disclosure form to identify any concerns that may put Holistic Harmonies service users or the reputation of the organisation into disrepute.
- Completing appropriate reference checks for all representatives before work commences,
- Completing DBS checks prior to work commencing.

- Ensure any allegations made against Holistic Harmonies Representatives are appropriately investigated and referrals are made to the Local Authority Designated Officer (LADO).

## 7.Holistic Harmonies Safeguarding Process

All representatives of Holistic Harmonies will adhere to the following Safeguarding Process.



At any point in this process there is an immediate threat to life or of serious harm, call 999 without delay

## 8.Record Keeping

Accurate and up-to-date records of safeguarding concerns are essential for a number of reasons:

- They can help you identify concerns at an early stage.
- They can help you identify patterns of concern.
- They can enable you to record seemingly minor issues to build a more complete picture of what a person may be experiencing.

- They help you monitor and manage safeguarding practices, including decision making, actions taken and agreed joint strategies with other agencies.
- They can provide you with evidence to support actions both within your organisation and when working with external agencies.
- They can support you to demonstrate action taken to reduce impact of harm.
- They can provide continuity when staff or volunteers change or are unavailable.

All representatives of Holistic Harmonies will keep safe records using the safeguarding incident reporting form. These will be maintained by the DSL.

No pictures will be taken of notes with personal phones, and any notes made by hand must be shredded once the form is completed.

## **9.Mental Health and Wellbeing**

### **9.1 Commitment**

Holistic Harmonies Recognise that Mental Health can have a detrimental impact on a person's wellbeing, and may subsequently expose them to harm.

We commit to providing a safeguarding response when a person disclosing suicidal thoughts, a suicide attempt or there are other indicators that may take their own life.

### **9.2 Indicators a person may be suicidal**

There are many indicators that a person may be having suicidal thoughts, or considering taking their own life.

These indicators include:

- Talking about suicide – Any talk about suicide, dying, or self-harm, such as “I wish I hadn’t been born,” “If I see you again...” and “I’d be better off dead.”
- Looking for a way to end their life – Searching for a method or seeking access to medicines/other objects that could be used in a suicide attempt.
- Preoccupation with death – Unusual focus on death, dying, or violence.
- No hope for the future – Feelings of helplessness, hopelessness, and being trapped. Belief that things will never get better or change.

- Self-loathing, self-hatred - Feelings of worthlessness, guilt, shame, and self-hatred. Feeling like a burden.
- Getting affairs in order – Making out a will. Giving away prized possessions. Making arrangements for family members.
- Saying goodbye – Unusual or unexpected visits or calls to family and friends. Saying goodbye to people as if they won't be seen again.
- Withdrawing from others – Withdrawing from friends and family. Increasing social isolation. Desire to be left alone.
- Self-destructive behaviour – Increased alcohol or drug use, reckless driving, unsafe sex. Taking unnecessary risks.
- Sudden sense of calm – A sudden sense of calm and happiness after being extremely depressed can mean that the person has made a decision to attempt suicide.

### 9.3 Response

It's important to recognise that sometimes you may not spot these signs. However, if indicators someone is suicidal are noticed it is important to:

- Acknowledge the person and how they are feeling.
- Listen to them, without judgement.
- Provide hope for the future, but not false hope. If the reason someone is feeling suicidal is something that can be resolved, provide practical advice – for example signposting to debt support.
- Ask direct questions, for example 'are you considering taking your life?'
- Be mindful of language, do not use language such as 'commit suicide' or 'doing something silly'.
- Establish if the person has a plan, the means and a timescale.

Once you have established the level of risk, you can then signpost to support.

If the person is suicidal and you believe they are at risk of imminent harm, call 999 without delay.

If the person discloses wanting support, you can always signpost them to their GP and perhaps support them to make this phone call. You can also support them in calling their local crisis mental health team.

There are some great charities that can provide low level mental health support and listening services, these include:

Samaritans – available 24 hours a day, 7 days a week. Contactable by calling 116 123.

Hopeline – for children and young people under the age of 35. Available 24 hours a day, 7 days a week. Contactable by calling 0800 468 41 41.

Mind – you can find the details for the local service by going to [Find local Minds - Mind](#).

## 10. Sexual Exploitation, Abuse and Harassment

### 10.1 Definition

**Sexual abuse** means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Any sexual activity with children (persons under the age of 18 years) constitutes sexual abuse.

**Sexual exploitation** means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. It includes but is not limited to exchanging money, employment, goods or services for sex. This includes transactional sex regardless of the legal status of sex work in the country. It also includes any situation where sex is coerced or demanded by withholding or threatening to withhold goods or services or by blackmailing.

**Sexual Harassment** means any kind of unwanted sexual behaviour towards another person. has the purpose or effect of either violating the other person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for

them. Examples of this could include: Gesturing, leering, catcalling, talking about a persons own sex life, asking intrusive questions, sexual jokes or innuendos, indecent exposure, online abuse or unwanted physical contact.

## 10.2 Statement

Holistic Harmonies are committed to preventing SEAH and creating safe environments for all people that come into contact with them, or access their services.

They will do this by:

- Have a robust safeguarding code of conduct and governance structures
- Ensure any allegations of SEAH are reported to the appropriate services and are thoroughly investigated.
- Ensure safer recruitment practices are followed.

## 11. Vicarious Trauma

Holistic Harmonies acknowledge the impact that addressing safeguarding or mental health concerns can have on their representatives. Vicarious trauma, also sometimes known as Secondary Post Traumatic Stress, occurs when people have listened to, or witnessed a first-hand account of another person's trauma. To minimise the impact on employees and volunteers, Holistic Harmonies have ensured debriefs and supervision is available to those who have experienced emotive issues.

This is available on an ad hoc basis and is conducted by professionals in the safeguarding and health sectors, who will remain objective, compassionate and supportive.

## 12. Radicalisation and Prevent

The Prevent Strategy, first published by the Government in 2011, is part of an overall counter-terrorism strategy, CONTEST. The objectives of Prevent are to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
- Safeguard and support those most at risk of radicalisation through early intervention, identifying them and offering support.

- Enable those who have already engaged in terrorism to disengage and rehabilitate.

Holistic Harmonies commits to making referrals to the local prevent team where a risk has been identified.

There are many factors that can make someone vulnerable to radicalisation. They can apply to any age, social class, religion, ethnicity or educational background.

More important than any one specific sign is the sense that something is not quite right with the person you're worried about. You could spot one sign or a combination of signs that are increasing in intensity.

Sometimes they can be indicators of other underlying issues or challenges that are not connected to radicalisation. If you are concerned, trust your instincts and contact your local Prevent team.

Indicators that someone may be at risk of radicalisation include:

- Being influenced or controlled by a group
- An obsessive or angry desire for change
- Spending increasing amounts of time online and sharing extreme views via social media
- Personal crisis
- Being socially isolated
- Need for belonging and identity

## **12. Breaches of Policy**

Holistic Harmonies take their commitment to safeguarding seriously. Any breaches of policy will be dealt with on a case by case basis and dealt with via a range of responses, which could include:

- Referrals to the local authority or LADO for investigation.
- Liaison with the police or the Disclosure Barring Service.
- Recommendations of retraining or refamiliarizing with safeguarding training and policy.
- Disciplinary processes or ceasing employment or volunteering with Holistic Harmonies.

### **13.Associated Documents**

Safeguarding Code of Conduct

Equality and Diversity Policy

GDPR Policy

Grievance Escalation Form

Safeguarding Reporting Form

### **14.Overarching Legislation**

The Children Act 1989 (as amended).

The Children and Social Work Act 2017.

Keeping Children Safe in Education.

Working Together to Safeguard Children 2018 and 2023 (as amended)

The United Nations convention on the Rights of the Child 1992.

The Equality Act 2010.

The Children and Families Act 2014.

The Human Rights Act 1998.

The Care Act 2014.

The Domestic Abuse Act 2021